

GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT

THE MINIMUM WAGES ACT, 1948 – Revision of minimum rates of wages in the Employment in "**BAKING PROCESS INCLUDING BISCUIT MANUFACTORY**" in Part-I of the Schedule to the said Act – Preliminary Notification – Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (Lab.II) DEPARTMENT

G.O.Rt.No. 167

Dated.04.02.2013.  
Read the following:

1. G.O.Ms.No.87, LET & F (Lab.II) Dept, Dt.28.09.2007.
2. From the COL, Andhra Pradesh, Hyderabad, Lr.No.N1/9372/2012, dated.14.11.2012.

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ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Andhra Pradesh Gazette in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

J.C. SHARMA  
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Andhra Pradesh, Hyderabad for publication in the Extra-ordinary issue of Andhra Pradesh Gazette and supply 20 copies to Government, 600 copies to the Commissioner of Labour, Hyderabad.

The Commissioner of Labour, Andhra Pradesh, Hyderabad.

All Collectors, through the Commissioner of Labour, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour & Employment, Government of Tamilnadu, Chennai.

Copy to:

The Law (B) Department.

The OSD to M (LETFB & ITIs).

The P.S. to Principal Secretary, LET & F Department.

The P.A. to Deputy Secretary, LET & F Department.

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER

PRELIMINARY NOTIFICATION

The following revision of minimum rates of wages as specified in column (3) of the Schedule appended to this notification payable to each category of employees specified in the corresponding entry in column (2) thereof and employed in the employment in "**BAKING PROCESS INCLUDING BISCUIT MANUFACTORY**" included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Act XI of 1948) which it is proposed to be made in exercise of the powers conferred by sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act XI of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within a period of two months from the date of publication of this notification in the Andhra Pradesh Gazette, will be considered by the Government of Andhra Pradesh.

3. Objections or suggestions should be addressed to the Principal Secretary to Government, Labour, Employment, Training and Factories Department, Government of Andhra Pradesh, Hyderabad through the Commissioner of Labour, Andhra Pradesh, Hyderabad.

SCHEDULE

NAME OF THE SCHEDULED EMPLOYMENT:  
**BAKING PROCESS INCLUDING BISCUIT MANUFACTORY**

| Sl. No.    | Name of the Category  | Basic wage (in Rs.) | Cost of Living Allowance to be paid per each point of increase (in Rs.) |
|------------|---|---------------------|---|
| 1          | 2   | 3                   | 4   |
| <b>I</b>   | <b>BAKERIES:</b>  |                     |   |
| 1          | Head Baker / Maistry  | 6800                | 7.65  |
| 2          | Bathiwala / Oven Worker / Foreman   | 6497                | 7.35  |
| 3          | Baker   | 6235                | 7.05  |
| 4          | Assistant Baker   | 6171                | 6.95  |
| 5          | Helper  | 5353                | 6.05  |
| <b>II</b>  | <b>BISCUIT MANUFACTORY:</b>   |                     |   |
| 1          | Chemist   | 9422                | 10.65   |
| 2          | Lab Assistant / Assistant Chemist   | 7455                | 8.40  |
| 3          | Supervisor / Electrician / Winders / Fitter                               | 6800                | 7.65  |
| 4          | Machine Operator / Oven Operator / Foreman / Moulding Operator / Plumbers | 6497                | 7.35  |
| 5          | Feeders   | 6171                | 6.95  |
| 6          | Helper to Operator / Packers  | 5829                | 6.55  |
| 7          | Peon / Office Boy / Attender / Any other Mazdoor                          | 5353                | 6.05  |
| <b>III</b> | <b>GENERAL CATEGORIES</b>   |                     |   |
| 1          | Manager / Accountant / Assistant Manager                                  | 6969                | 7.85  |
| 2          | Clerk / Salesman / Stores Keeper / Stenographer                           | 6497                | 7.35  |
| 3          | Typist / Computer Operator  | 6171                | 6.95  |

### **COST OF LIVING ALLOWANCE**

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the Industrial workers at 884 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1<sup>st</sup> April and 1<sup>st</sup> October. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above 884 points are specified at Col.No.(4) against each category in schedule.

#### **NOTE:-**

1. If any of the categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, being the same and similar category of work in this employment.
2. Where piece-rate workers are employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wage fixed for a general worker being similar work, calculated on the basis of 8 hours a day.
3. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
4. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
5. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
6. For categories in the employments of Security Services and Safai Karmacharis, Driver/Cleaner in Public Motor Transport the minimum wages fixed/revised in the respective employments shall be applicable.

J.C. SHARMA  
PRINCIPAL SECRETARY TO GOVERNMENT